
BUSINESS STRATEGIES FOR MAKING YOUR COMPANY “ELDERCARE FRIENDLY”

SUPPORTIVE PROGRAMS

These programs can be implemented by your company for no additional cost. By helping your employees deal with the challenges they are facing, and providing the information they need to meet those challenges, you can increase their productivity and efficiency while on-the-job.

- ▲ Posting educational materials on bulletin boards, in company newsletters and through email
- ▲ Educating employees about available services and resources in this community, and about information referral services that can help reduce caregiver strain
- ▲ Offering educational programs, presentations by caregiver resources from the community, or support groups (brown bag lunches, with or without presentations)
- ▲ Distributing informational eldercare packets to employees
- ▲ Publicizing the Family and Medical Leave Act and how it can help the employed caregiver (such as personal leave days to be used for caring for a sick or disabled relative)

SUPPORTIVE POLICIES

These policies enhance the ability of your employees to meet demands at work, while also balancing their other obligations.

- ▲ Flexible benefits such as flex-time, telecommuting, job sharing or compressed work weeks
- ▲ Options for leave-without-pay, leave sharing, or temporary reduction of hours
- ▲ Options for bereavement or funeral leave
- ▲ Paid family leave to be used to care for sick or disabled relatives

SUPPORTIVE BENEFITS

Your company may already provide many of these benefits, or can add them at nominal cost. The benefits of increased employee productivity will offset your out-of-pocket costs.

- ▲ Publicize the availability of Employee Assistance Programs (EAPs) for counseling and support
- ▲ Offer work/life programs that include information, referral, counseling and case management services
- ▲ Offer flexible employee benefits package, such as flexible spending accounts and dependent care accounts, to allow employees to set aside pretax dollars for adult day care
- ▲ Offer group legal and financial plans

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